

Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-03 SIG-02 A-01
MMO-04 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-04
/077 W

-----071335Z 100503 /41

R 070840Z APR 77
FM AMEMBASSY BERLIN
TO SECSTATE WASHDC 4483

UNCLAS SECTION 1 OF 2 BERLIN 5708

STADIS//////////

FOR EUR/EX, EUR/CE

E.O.11652: N/A
TAGS: AMGT, PFOR
SUBJECT: ANNUAL POLICY & RESOURCES ASSESSMENTS

REF: STATE 38356

PART II, RESOURCE ASSESSMENTS.

1. OUR RELATIONS WITH THE GDR ARE STILL RELATIVELY NEW
AND IT REMAINS TO BE SEEN AT WHAT PACE THEY WILL DEVELOP.
SOME OF THE FACTORS INFLUENCING THE PACE REMAIN BEYOND
OUR CONTROL. UNDER THE CIRCUMSTANCES, WE BELIEVE THE
LEAN STAFF WE HAVE IS ADEQUATE TO CARRY OUT THE PROGRAMS
WE HAVE ESTABLISHED.

2. THE PRESENT STAFFING PATTERN AUTHORIZES TWENTY
AMERICAN POSITIONS, SIX FSL POSITIONS, THREE USIA AMERICAN
POSITIONS AND FOUR USIA FSL POSITIONS. THERE ARE NO
CONSTITUENT POSTS OR TRADE CENTERS WITHIN THE GDR.

3. THE EMBASSY DOES NOT HAVE ANY DIRECT HIRE FSL STAFF.
ALL ARE CONTRACTED FOR ON A NON-PERSONAL SERVICES
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CONTRACT WITH DAV, THE GDR DIPLOMATIC SERVICES AGENCY.
FOR THIS REASON, NONE OF THESE EMPLOYEES APPEAR ON THE
MISSION STAFFING CHART , (PART III, ITEM 4.)

4. THE ONLY OTHER US GOVERNMENT AGENCY PRESENTLY AT
POST IS USIS. WE UNDERSTAND THE DEPARTMENT OF AGRICULTURE
INTENDS TO ASSIGN AN AGRICULTURAL ATTACHE AND A SECRETARY

IN FY-78. THERE ARE NO REGIONAL OFFICES ATTACHED TO THE EMBASSY.

5. THE EMBASSY IS ESTABLISHED ALONG TRADITIONAL LINES, I.E., IT IS ORGANIZED INTO SIX MAJOR SECTIONS. THESE ARE THE EXECUTIVE, POLITICAL, ECONOMIC/COMMERCIAL, CONSULAR, PRESS AND CULTURE, AND ADMINISTRATIVE SECTIONS.

6. EXECUTIVE SECTION: THIS SECTION CONSISTS OF THE AMBASSADOR, HIS DEPUTY AND TWO AMERICAN SECRETARIAL POSITIONS. SINCE SEPTEMBER 29, 1976, THE POST HAS BEEN WITHOUT AN AMBASSADOR AND A SECRETARY ASSIGNED TO THAT POSITION SINCE NOVEMBER 1976. THE EXECUTIVE SECTION HAS BEEN FUNCTIONING WITH A CHARGE D'AFFAIRES (DEPUTY CHIEF OF MISSION) AS CHIEF REPRESENTATIVE AND ONE SECRETARY. WE ASSUME THAT WHEN AN AMBASSADOR IS NAMED, THE SECRETARIAL POSITION IN THIS SECTION WILL ALSO BE FILLED. THIS SECTION WILL THEN BE AT FULL STRENGTH WITH NO ADDITIONAL POSITIONS REQUIRED.

7. POLITICAL SECTION: THIS SECTION CONSISTS OF THREE OFFICERS AND TWO AMERICAN SECRETARIES. THE STAFFING IS ADEQUATE FOR CURRENT REPORTING REQUIREMENTS AND PRIORITIES. IF, HOWEVER, OUR RELATIONS CONTINUE TO EXPAND AND WE ARE ABLE TO DEVELOP CONTACTS IN KEY AREAS OF THE REGIME--THE CENTRAL COMMITTEE OF THE PARTY, IMPORTANT MINISTRIES, AMONG INTELLECTUAL CIRCLES--IT MAY BE DESIRABLE TO REPROGRAM TO THE POLITICAL SECTION AN OFFICER FROM ANOTHER SECTION.

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8. ECONOMIC/COMMERCIAL SECTION:
A. THIS SECTION IS AT PRESENT STAFFED BY ONE OFFICER. A SECOND ECONOMIC/COMMERCIAL OFFICER POSITION HAS BEEN APPROVED, AND THE POSITION IS SCHEDULED TO BE FILLED IN MAY. THIS EXPANSION OF THE SECTION WILL MEET AN ACUTE NEED FOR ADDITIONAL RESOURCES TO DEVOTE TO THE ENTIRE RANGE OF ECONOMIC AND COMMERCIAL FUNCTIONS.

B. THE ECONOMIC/COMMERCIAL SECTION HAS, HOWEVER, NO AMERICAN SECRETARIAL POSITION, AND OBTAINS BASIC SECRETARIAL SERVICES BY SHARING SERVICES OF A SECRETARY ASSIGNED TO THE POLITICAL SECTION. THIS ARRANGEMENT HAS SEVERAL DEFICIENCIES, INCLUDING PHYSICAL SEPARATION IN THE LARGE NEWLY-OCCUPIED EMBASSY CHANERY, DIVIDED MANAGERIAL RESPONSIBILITY, AND A LARGE WORKLOAD. IT HAS PRODUCED SIGNIFICANT INEFFICIENCIES IN THE USE OF THE TIME OF THE ECONOMIC/COMMERCIAL OFFICER, HANDICAPPING THE ECONOMIC/COMMERCIAL SECTION AND THE EMBASSY AS A WHOLE. THE SITUATION PROMISES TO GROW EVEN MORE DIFFICULT WITH

THE ARRIVAL OF A SECOND ECONOMIC/COMMERCIAL OFFICER. AN ECONOMIC/COMMERCIAL SECRETARY POSITION HAS BEEN REQUESTED AND JUSTIFIED BY THE EMBASSY, AND A FOREIGN SERVICE INSPECTION CONDUCTED IN FEBRUARY CONCURRED FULLY IN THE REQUEST. THE EMBASSY ONCE MORE RECOMMENDS THE CREATION AND PROMPT FILLING OF AN ECONOMIC/COMMERCIAL SECRETARY POSITION.

9. CONSULAR SECTION: THEIS SECTION PRESENTLY CONSISTS OF TWO AMERICAN OFFICERS ASSISTED BY TWO GDR NATIONALS, PROVIDED BY DAV WITH ITW OWN SPECIAL RULES GOVERNING LEAVE (3-4 WEEKS/YEAR) AND "HOUSEHOLD DAYS", (ONE WORK DAY OFF PER MONTH). THE VOLUME OF WORK IS EXPANDING ON THE REGULAR PROGRAM, E.G., HEABY 212(D)(3)(A) WAIVER PAPER PROCESSING, NOTARIALS, RECEIPTS OF PERSONAL CALLERS AND LETTERS (UP BETWEEN 10 AND 15 PER CENT IN THE LAST YEAR WITH THE MORE VISIBLE NEW CHANCERY BEING UNCLASSIFIED

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AN EFFECT), AND THE INCREASING DEMANDS BY THE DEPARTMENT IN CONNECTION WITH THE HUMANITARIAN ASPECTS OF THE CSCE FINAL ACT, THE CONSULAR CONVENTION, AND THE DEVELOPMENT AND IMPLEMENTATION OF OUR POSITION ON CLAIMS SETTLEMENT WITH THE GDR. THE LOCAL EMPLOYEES ARE NOW FULLY OCCUPIED AND, ASIDE FROM SOME ADDITIONAL LANGUAGE TRAINING, ARE WORKING AT THEIR FULL PRODUCTIVITY. (ADDITIONALLY, IT SHOULD BE REMEMBERED THAT ANY NEW LOCAL EMPLOYEE WUOLD REQUIRE BETWEEN FOUR AND FIVE MONTHS TRAINING BY AMERICAN AND GERMAN STAFF BEFORE BECOMING EFFECTIVE. WE THUS BELIEVE THAT A THIRD LOCAL IS NOW NEEDED FROM THE DAV TO ENSURE THAT BACKLOGS, GENERATED BOTH BY CASE LOAD INCREASE AND INCREASING PERSON-MINUTES PER CASE DO NOT RESULT IN DELAYS IN SERVICE DURING THE ASSESSMENT PERIOD.

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-----071337Z 099711 /41

R 070840Z APR 77

FM AMEMBASSY BERLIN

TO SECSTATE WASHDC 4484

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FOR EUR/EX, EUR/CE

10. ADMINISTRATIVE SECTION: THIS SECTION IS STAFFED BY SIX OFFICERS, ONE AMERICAN SUPPORT STAFF AND AN AMERICAN SECRETARY. THE OFFICERS ARE THE ADMINISTRATIVE, BUDGET AND FISCAL, SECURITY AND GENERAL SERVICES, WITH ONE ASSISTANT GSO. THE SECRETARY ASSIGNED TO THIS SECTION DOES THE TYPING FOR THE OFFICERS IN THIS SECTION PLUS THE TWO CONSULAR OFFICERS. THERE IS NO NEED FOR AN INCREASE IN THE AMERICAN STAFF IN THIS SECTION.

11. PRESS AND CULTURAL SECTION: THE AMERICAN STAFF CONSISTS OF THE PUBLIC AFFAIRS OFFICER, HIS DEPUTY, AND AN EXECUTIVE ASSISTANT. ONE GDR NATIONAL PROVIDED BY DAV IS CURRENTLY ASSIGNED TO THE SECTION AS A DRIVER. THREE OTHER LOCAL POSITIONS ARE AUTHORIZED BY CURRENTLY UNFILLED: A LIBRARIAN, A CULTURAL ASSISTANT, AND A MPIX OPERATOR/LIBRARY ASSISTANT/HANDYMAN. DESPITE CONSIDERABLE PRODDING, DAV HAS BEEN UNABLE TO PROVIDE A LIBRARIAN FOR THE REFERENCE LIBRARY THE EMBASSY EXPECTS TO OPEN IN LATE APRIL OR MAY, AND DAV NOW CLAIMS TO BE UNABLE

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TO MEET OUR REQUEST UNTIL SEPTEMBER 1. BASED ON PREVIOUS DELAYS, THIS ESTIMATE CANNOT BE CONSIDERED RELIABLE. DAV HAS BEEN SIMILARLY UNABLE TO FILL THE P&C SECTION'S STANDING REQUEST FOR A CULTURAL ASSISTANT. LESS DIFFICULTY IS EXPECTED IN OBTAINING A MOPIZ OPERATOR/LIBRARY ASSISTANT/HANDYMAN SINCE QUALIFICATIONS FOR THIS POSITION ARE LESS SPECIALIZED, BUT THE SERVICES WILL NOT BE REQUIRED UNTIL THE LIBRARY AND MOPIX INSTALLATIONS ARE COMPLETE. WHILE THE AUTHORIZED STAFFING IS ADEQUATE FOR CARRYING OUT THE PROGRAMS PROJECTED, IT REMAINS TO BE SEEN IF DAV IS WILLING OR ABLE TO PROVIDE THE NEEDED STAFF SERVICES. IF NOT, ALTERNATIVE ARRANGEMENTS (SUCH AS, IN THE CASE OF THE LIBRARIAN, HIRING AN AMERICAN DIPLOMATIC DEPENDENT) WILL HAVE TO BE EXPLORED.

PART III, STATE PERSONNEL RECOMMENDATIONS.

1. REPROGRAMMING. BASED ON OUR PRIORITIES AND ESTIMATES OF OUR ABILITY TO CARRY OUT OUR RELATIONS, WE FEEL THAT NONE OF THE EXISTING POSITIONS CAN BE REPROGRAMMED AT THIS TIME. IT IS POSSIBLE, HOWEVER, AS WE HAVE NOTED ABOVE, THAT AN INCREASE IN POLITICAL ACTIVITY COULD LEAD TO A RECOMMENDATION TO REPROGRAM ONE OFFICER POSITION FROM ANOTHER SECTION TO THE POLITICAL SECTION. WERE WE TO DO SO, TWO POSSIBILITIES EXIST: EITHER REASSIGN THE SECOND CONSULAR OFFICER OR THE ASSISTANT GSO POSITION TO THE POLITICAL SECTION. THESE WOULD PROVE FEASIBLE, HOWEVER, ONLY IF THE LOCAL EMPLOYEES IN THE CONSULAR AND ADMIN SECTIONS, OVER WHOM WE HAVE NO CONTRAL IN TERMS OF QUALITY OR PERMANENCE, CAN BE ADEQUATELY TRAINED.

2. INCREASE/DECREASE. WE HAVE INDICATED ABOVE THE NEED FOR AN ADDITIONAL SECRETARIAL POSITON.

3. LOWER PRIORITY POSITIONS. IN LOOKING CAREFULLY AT UNCLASSIFIED

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OUR PROGRAM PRIORITIES, THE STATE OF OUR RELATIONS WITH THE GDR AND OUR STAFFING PATTERN, WE FIND IT DIFFICULT TO IDENTIFY A LOW PRIORITY POSITION THAT COULD BE WITHDRAWN WITHOUT AFFECTING OUR ABILITY TO CARRY OUT OUR POLICIES EFFECTIVELY. A POSSIBLE CANDIDATE, HOWEVER, WOULD BE THE SECOND CONSULAR OFFICER POSITION. IF THIS POSITION IS WITHDRAWN, HOWEVER, IT SEEMS LIKELY WE WOULD NOT BE ABLE TO PROVIDE CONSULAR SERVICES TO U. S. CITIZENS AS FULLY OR AS PROMPLTY AS WE THINK WE SHOULD. AND WE THINK IT LIKELY THAT, AS OUR RELATIONS DEVELOP AND MORE U.S. CITIZENS HAVE DEALINGS WITH THE GDR, THE NEED FOR CONSULAR SERVICES WILL GROW.

4. MISSION STAFFING CHART

FY-77

AGENCY/FUNCTION	AMER OFFS	AMER STAFF	FSL PROFS	FSL STAFF
STATE				
EXECUTIVE	2	2	-	-
POLITICAL	3	2	-	-
CONSULAR	2	-	-	-
ECON/COMML	2	-	-	-
ADMIN (OF WHICH)	6	1	-	-
COMMUNICATIONS	(1)	-	-	-
SECURITY	(1)	-	-	-
REGIONAL	-	-	-	-
TOTAL	15	5	-	(6)
			(VACANT)	

OTHER AGENCIES

USIS	2	1	1	3
		(VACANT)	(VACANT)	

AGRIC	-	-	-	-
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TREAS	-	-	-	-
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JUST	-	-	-	-
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SOP	-	-	-	-
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OTHER	-	-	-	-
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FY-79

STATE

EXECUTIVE	2	2	-	-
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POLITICAL	3	2	-	-
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CONSULAR	2	-	-	-
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ECON/COMML	2	1	-	-
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ADMIN (OF WHICH)	6	2	-	-
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COMMUNICATIONS	(1)	(1)	-	-
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SECURITY	(1)	-	-	-
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REGIONAL	-	-	-	-
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TOTAL	15	7	-	6
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NOTE: FY-79 INCREASE OF TWO AMERICAN POSITIONS REFLECTS
 ONE ADDITIONAL COMMUNICATIONS POSITION SCHEDULED TO BE
 REPROGRAMMED FROM US MISSION BERLIN TO AMEMBASSY BERLIN
 PRIOR TO FY-79 AND ECON/COMML SECRETARY POSITION
 JUSTIFIED IN PART II, PARA. 8. POLANSKY

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Message Attributes

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Copy: SINGLE
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Decaption Date: 22 May 2009
Decaption Note: 25 YEAR REVIEW
Disposition Action: n/a
Disposition Approved on Date:
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Disposition Comment:
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Disposition History: n/a
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Review Withdrawn Fields: n/a
SAS ID: 2872747
Secure: OPEN
Status: NATIVE
Subject: ANNUAL POLICY & RESOURCES ASSESSMENTS
TAGS: AMGT, PFOR, GC, US
To: STATE
Type: TE
vdkgvwkey: odb://SAS/SAS.dbo.SAS_Docs/a2d2c9a8-c288-dd11-92da-001cc4696bcc
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